

Rewarding Failure with Pay Increases

CEOs who destroy Teamster jobs get rewarded with concessions.

Teamster officials who negotiate the concessions get rewarded with pay hikes.

What is wrong with this picture?

The CEOs who brought us the sub-prime mortgage crisis and Wall St. meltdown have been handsomely rewarded for their failures.

The press reports that Lehman Brothers CEO Richard Fuld made \$45 million last year while he drove his firm over the cliff. That's \$17,000 an hour!

But it's not just on Wall Street where there's a disconnect between results and compensation.

Yellow Roadway's Bill Zollars has taken home more than \$40 million as CEO while steering the company's stock to record lows.

In carhaul, Allied management gave themselves illegal bonuses after driving that company into bankruptcy.

The same pattern is at work in our union. Hoffa administration officials are enjoying record pay

hikes while negotiating the most concessionary contracts in Teamster history.

President James Hoffa, who has called on members to sacrifice to boost the profits of our employers, gave himself a \$77,000 raise. His total compensation is now \$413,234.

Hoffa promised that concessions would deliver job security. The opposite has happened. Yellow Roadway and DHL are downsizing. Even super-profitable UPS is eliminating full-time jobs in violation of the contract.

It's time to stop giving concessions to corporations that destroy our jobs.

It's time for Teamster members to stand up and hold our top officials accountable for failing to defend our jobs and our contracts.

A \$77,000 Raise Is Something to Cheer About.

Concessionary contracts, rising fuel costs, and layoffs mean belt-tightening for tens of thousands of Teamsters.

But not all Teamsters are feeling the pinch.

Our annual \$150,000 Club Report has the full low-down on the salaries of our union's highest-paid officials. **Pages 6-9**



"TDU is our watchdog and our information source. In our local we're using TDU to show new members how they can make a difference. You can make a difference too. Join today."

Willie Ford, UPS
Local 71, Florence, S.C.

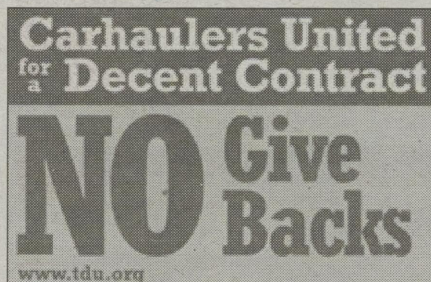
JOIN TDU

TDU MEMBERSHIP APPLICATION

Name _____ Local _____
Address _____
City _____ State _____ ZIP _____
Phone _____ Company _____
E-mail _____
☐ City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production
Other _____
____ \$40 one-year membership & subscription to *Convoy Dispatch*
____ \$95 three-year membership fee
____ \$25 for spouses, and Teamsters who gross less than \$22,000 a year
____ \$25 for retirees. Retired from Local _____
☐ Check or money order
Mastercard/Visa # _____ Exp. Date _____
Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210

TDU membership is kept confidential. TDU solicits and accepts membership applications and donations only from Teamsters, retired Teamsters and spouses who are not employers. Only funds from Teamster members and their spouses can be used for campaign purposes.



Carhauleders Reject Deal

Teamster carhauleders stood up to corporate greed by rejecting a concessionary contract despite a hard sell from the Hoffa administration. **Page 3**



Billboards Blast UPS

Local 177 has tried for months to get UPS management to address dangerous safety violations. Now the local is going public with its concerns. **Page 5**

Letters From Our Members



Boeing workers represented by the International Association of Machinists walked out Sept. 6, after contract talks with the highly profitable corporation broke down. Members say Boeing's original offer fell short on job security and benefits.

Local 726 Members Fight For Their Future

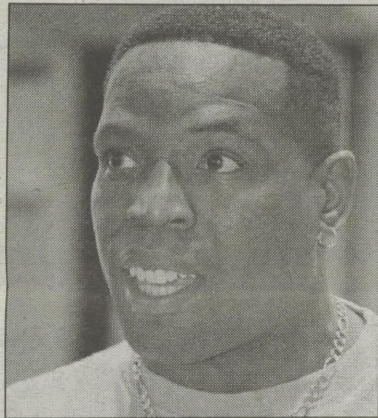
A large group of Teamsters attended a recent meeting hosted by the Fighting for the Future slate in Local 726. Many work for the City of Chicago and responded to recent headlines that threatened major lay-offs.

The meeting discussed how an active membership could address the issues.

Vince Tenuto, a leader of Fighting for the Future, outlined plans to continue to inform and educate members on developments in Local 726.

He reported on continued efforts to challenge the results of the 2007 local election. A suit has been filed in federal court, and the U.S. labor department is conducting initial interviews regarding complaints lodged against Local 726 and other issues.

Members want change in our local. Fighting for the Future has consistently addressed the issues facing working Teamsters. We're committed to make real changes in Local 726 and the membership knows we mean it.



by Leo "Duke" Clark
Local 726, City of Chicago

How to Contact TDU

We want to hear from you. Contact us at the addresses below for more information about TDU, or to send us articles or letters.

National Office: P.O. Box 10128, Detroit, Mich., 48210. Phone: (313) 842-2600. Fax: (313) 842-0227. E-mail: tdudetroit@tdu.org Website: www.tdu.org

NY Office: 104 Montgomery St., Brooklyn, N.Y. 11225. Phone: (718) 287-3283. Fax: (718) 287-3287. E-mail: tdueast@tdu.org

E-Mail Your Letter

Visit our web page at www.tdu.org and use the link provided there, or e-mail your letter to letters@tdu.org.



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After A Fair Vote, A Strong Contract?

I want to thank TDU for all the effort that went into ensuring that every ballot in the carhaul contract vote was accurately counted.

The Western Supplement and the Master Contract were overwhelmingly voted down by Teamsters here in the Bay Area.

We've been guaranteed a fair vote—now we need to get to work to make sure we get a strong contract.

Kenneth Konrath
Local 287, PMT
Milpitas, Calif.

Time to Take a Hard Look

Central States has lost \$3 billion of the \$6.1 billion they got from UPS.

I'd really like to know what happened to all that money.

It was Hoffa's plan to turn over our pensions and if it's on anyone's shoulders, it's his. I know that my local didn't vote for this contract, and I'm proud of that.

It's time to take a hard look at what we've done to our contract and our union power.

Now that I'm retired, I'm wondering what'll happen to me. It doesn't look good down the road, and I hope that we, the members, can do something about it.

Prentiss Hood
Local 270, UPS, retired
Lafayette, La.

TDU International Steering Committee

Co-Chairs:

Frank Halstead, Los Angeles Local 572
Sandy Pope, New York Local 805
Michael Ruscigno, New York Local 802
Michael Sawwoir, Kansas City Local 41

Organizer:

Ken Paff, Detroit

Trustees:

Gary Brooks, Chicago Local 705
Willie Hardy, Memphis Local 667
Joe Sexauer, Chicago Local 743

Members:

Dan Campbell, Milwaukee Local 200
Duke Clark, Chicago Local 726
Nichele Fulmore, North Carolina Local 391
Toni Jackson, Memphis Local 667
Stefan Ostrach, Oregon Local 206
Rick Sather, Minneapolis Local 638
Walter Taylor, New York Local 814

Alternates:

Alex Tenchavez, Los Angeles Local 396
Hugh Sawyer, BLET Div. 316
Jim Reynolds, New York Local 804

Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in Nov. 2007 for one year. Our Rank & File Convention had 250 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BYLAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs should be elected by regions. No more trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he or she makes. No officer should make more than the highest paid working members in their jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for members, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

First National Rejection Since 1980s

Carhaulers Say No Givebacks

Teamster carhaulers are standing up to givebacks.

Last month, members voted to reject the proposed contract—despite employer threats and a hard sell from Hoffa administration officials.

Teamster carhaulers across the country are standing up to corporations that are trying to take away decades of union gains.

Carhaul employers demanded the most concessionary contract in the history of the industry. Hoffa and IBT Carhaul Director Fred Zuckerman not only agreed to the givebacks, they aggressively promoted them to Teamster members.

But on Aug. 12, 2008, carhaulers decisively rejected the proposed national contract. All three regional supplements were rejected, and it went down big in many of the larger carhaul local unions.

The rejection marks the first national trucking contract rejected since the mid-1980s, when the notorious racketeer Jackie Presser was Teamster president.

As we go to press, negotiations resumed on Sept. 16 to come up with a second offer to ask carhaulers to vote on.

Carhaulers Organize Member-to-Member

The rejection of the first offer came because Teamsters decided that giving away decades of union gains is not real unionism. It also came because carhaulers organized, member-to-member, to make it happen. And after the rejection, that rank-and-file network has grown.

Thousands of carhaulers petitioned to ask that the negotiating committee be changed, since everyone on it recommended the disastrous first offer. Hoffa ignored the request, but the petition helped unify the rank and file.

Thousands of No Givebacks stickers have been put to good use to spread solidarity.

Thousands of informational leaflets

have been distributed.

Carhaulers have talked to fellow Teamsters and networked from terminal to terminal.

Drivers, owner-operators, mechanics, driveaway, yard and office Teamsters have joined together.

Most carhaulers would accept a two-year extension of the existing contract, with only a cost of living boost.

Active carhaulers are holding conference calls to share information and coordinate action.

Because of a successful TDU lawsuit, the contract vote was overseen by independent rank-and-file observers.

No Concessions

Teamster carhaulers are organizing to defend their contract even as the auto industry is in a deep recession. They are not making pie-in-the-sky demands, far from it: most carhaulers would accept a two-year extension of the existing contract, with only a cost of living boost. The employers have already agreed to terms to maintain pension and health and welfare benefits.

Teamsters are resisting deep concessions that would divide our locals, slash wages, endanger job security, install a tiered wage for new-hires, allow companies to use GPS to fire Teamsters, and even allow the companies to open nonunion terminals in the West.

The 2008 bargaining round has been

**Carhaulers United
for a Decent Contract**

NO Give Backs

www.tdu.org

☐ 20 for \$5 ☐ 50 for \$10 ☐ 100 for \$15 ☐ 200 for \$25

Name _____ Local _____

Address _____

City _____ State _____ ZIP _____

☐ Check or money order enclosed

Mastercard/Visa # _____ Exp. Date _____

Date _____ Signature _____

**Return to TDU, PO Box 10128, Detroit, MI 48210
or call (313) 842-2600 or order at www.tdu.org.**

the most concessionary in Teamster history. After promising Teamster Power, the Hoffa administration has opened up the concessions stand to UPS, freight, DHL and now carhaul employers.

Hoffa promised these concessions would deliver job security. The opposite has happened. The ink wasn't even dry on the DHL contract before the corporation announced massive layoffs and demoted hundreds of Teamsters to part-

time. Yellow Freight announced major downsizing this week.

Giving corporations a blank check on concessions and hoping for the best hasn't worked. Our union needs a new strategy for protecting our jobs and our standards in tough economic times.

Teamster carhaulers are showing the way by saying no to concessions. At Teamsters for a Democratic Union, we stand with them. Where do you stand?

TDU Convention: I'll Be There
Oct. 24-26 • Cleveland Airport Sheraton

"Opposition to the givebacks in the proposed contract has given many Teamsters the chance to share ideas on how we're going to get a decent contract. It's that kind of discussion and organizing that's so important to making our union strong.

"The TDU Convention comes at a great time for us to come together. I plan on being in Cleveland and hope you do too."

**Chuck Brooks, Cassens
Local 449, Buffalo, N.Y.**



Get Informed & Get Involved

Rank-and-file carhaulers defeated the proposed contract by spreading the word one member at a time. Now that network is growing.

Stay in the loop. Call TDU at (313) 842-2600 or sign up at www.tdu.org to get updates.

IBT Takes Control of Chicago Freight Talks



On Sept 8, Chicago Local 705 Teamsters sent a message to YRC CEO Bill Zollars. Two days later, Hoffa took control of Chicago bargaining.

TDU Convention: I'll Be There Oct. 24-26 • Cleveland Airport Sheraton

"We probably haven't seen this much upheaval in the freight industry since deregulation in the early '80s. What with the Yellow Roadway consolidation and the intro of the Utility Employee and part-time dockworkers, major changes are hitting our union.

"The TDU Convention is our chance to meet with other concerned and active freight Teamsters and make plans for how the rank and file can respond to these developments.

"I look forward to making the most of our time in Cleveland."

**Jimmy Rickert, Roadway
Local 429, Reading, Penn.**



In an unprecedented move, in mid-September James Hoffa imposed International Union control over the bargaining of Local 705's freight contract.

As *Convoy Dispatch* goes to press, the International Union is trying to make a deal which satisfies Yellow Roadway Corporation and yet can get Chicago Teamsters to vote to approve it.

Freight Teamsters in Local 705 are covered by their own contract which is separate from the National Master Freight Agreement. In ongoing bargaining, Local 705 has focused on protecting union jobs—including guarding against the diversion of work to YRC Logistics. The same issue is being contested elsewhere where it has been deadlocked in the grievance procedure.

Corporate Shell Game

Local 705 is concerned that once Yellow Roadway Corporation Worldwide (YRCW) completely integrates its sales force, then Yellow, Roadway, Holland, and other subsidiaries could be treated simply as vendors that YRCW assigns work to. YRCW could also assign the work to YRC Logistics or another nonunion carrier.

One goal of Local 705 is to get YRCW to be party to the freight contract, so the company cannot use a corporate shell game to divert union work. In early September, Local 705 members leafleted

an event where Yellow-Roadway CEO Bill Zollars was speaking to draw attention to their job security concerns. Two days later, Hoffa took control of Chicago freight negotiations.

Too Strong a Stand?

In a letter dated Sept. 10, Hoffa accuses the Local 705 Executive Board of taking too strong a stand in bargaining and of using unacceptable bargaining tactics.

Hoffa appointed International Vice President and Assistant Freight Director Gordon Sweeton to take over bargaining with ABF, Holland, Yellow and Roadway. Hoffa also named Chicago Local 710 Secretary-Treasurer Pat Flynn, who is also an IBT Vice President, as his Personal Representative to Local 705.

Local 705 wants to prevent YRC from diverting union jobs to nonunion YRC Logistics.

The unprecedented bargaining takeover by the International Union shocked many rank-and-file members. Local 705 has long guarded its independence and its practice of bargaining separately from the International with both freight carriers and UPS.

USF Glen Moore Kansas City Drivers Go Teamster

Drivers from the Kansas City terminal of YRC truckload subsidiary USF Glen Moore ratified their contract in August. It's a "white paper" agreement, not part of the national master freight agreement (NMFA). The thirty drivers were put into Local 955, not Local 41, the freight and trucking local.

At the time of the ratification vote on the NMFA, the union reported that USF Glen Moore had been designated as the "preferred carrier" which will be allowed to haul ten percent of all Yellow Roadway linehaul miles by 2013. So the Glen Moore unit will grow, with terminals opening in other areas. However, the union contract is substandard to NMFA in wages and benefits.

Yellow and Roadway to Merge Operations

Yellow and Roadway will integrate operations over the next 18 months, close 200 of 650 terminals, and end up with a single operating company called Yellow Roadway. The impact on nearly 40,000 Teamsters who work for Yellow and Roadway is likely to be large.

YRC CEO Bill Zollars made the announcement to investors at a Sept. 8 meeting in New York, where he laid out the plan with a slide show.

Outside his presentation, Chicago Local 705 Teamsters were on hand to greet Zollars with a huge banner that read "Yellow Roadway Corp Worldwide Unfair to Labor. Teamsters Local 705."

Zollars claims the time is right because the economic recession has created enough excess capacity that the inte-

gration can gradually take place with no service problems and a smooth transition.

The plan calls for sales forces to be combined right away. Terminal combinations, where the rubber meets the road for Teamsters, will begin at "low density locations" rather than large cities or breakbulks.

Some trucking analysts hailed the move, while others were more cautious.

The International Union announced they will "monitor" the situation. Concerned Teamster members are asking a lot of good questions—and not getting any answers at this point.

Yellow and Roadway employ some 40,000 Teamsters, and another 12,000 work at other YRC subsidiaries.

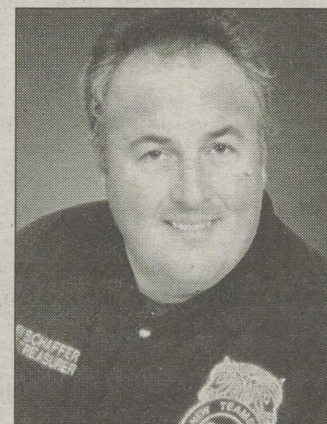
"Yellow-Roadway's announcement shows how much our union failed to use the 2008 contracts to protect freight Teamsters.

"First, Hoffa signed a substandard contract with UPS Freight that undercuts the freight agreement. Then he gave freight employers record givebacks—with no guarantees of job security for Teamster members in return.

"There are no magic solutions, but one thing is clear: we need a new direction for our union and a plan for rebuilding union power.

"That's what Teamsters for a Democratic Union is all about—and why Hoffa doesn't want you to get involved."

**Mike Schaffer, Roadway
Local 769, Miami**



Time to Stand Up for Full-Time Jobs

UPS is cheating thousands of Teamsters out of full-time jobs.

Our contract gives us the right—and the power—to make UPS create these jobs.

It's time for our International Union to enforce the contract with a national audit of Article 22.3 jobs.

Last month, *Convoy Dispatch* reported that UPS is violating the contract when it comes to full-time job creation. Since then, UPSers across the country have filed grievances to demand that UPS create more full-time Article 22.3 jobs.

The International Union needs to back members up by conducting a nationwide audit of Article 22.3 jobs to enforce our right to all of the combo jobs we went on strike to win in 1997.

Under Article 22.3 of the national contract, UPS is obligated to create and maintain 20,000 full-time combo positions. The deadline for creating all of these jobs was Aug. 1.

UPS is thousands of positions short of the 20,000 jobs required by the contract.

Reports from business agents and

stewards from across the country reveal that not only has UPS virtually stopped creating new Article 22.3 full-time jobs, the company has eliminated full-time jobs in many areas by failing to fill positions when they become vacant.

In other areas, UPS is even laying off Article 22.3 employees and reducing them to part-time. UPS is not allowed to lay off any combo employees if the layoffs bring the total number of Article 22.3 jobs nationally to less than 20,000. There is no exception for "loss of volume."

New Enforcement Tool

Our contract gives our union a powerful tool for enforcing our right to 20,000 full-time combo jobs. Article 22.3

UPS & Downs

Information Brownout Continues for UPS Teamsters

The International Union has a new website design. But the same old information Brownout has continued for UPS Teamsters.

The Package Division has not published a single piece of news about UPS on the website since Dec. 19, 2007—the day the UPS contract was officially ratified.

The company is cheating members out of thousands of full-time Article 22.3 jobs and trying to worm out of restrictions on excessive overtime restrictions. UPS started allowing customers to start leaving ground packages at air boxes—a unilateral move that reduces the creation of new package car jobs and underpays air drivers.

There is not one word from the International Union on these and other pressing contract issues.

Strangely, as we go to press, one of the main items on the UPS page of www.Teamster.org is a link to an issue of the "UPS Teamster" from the Winter of 2004-2005. The column from President Hoffa in that newsletter starts, "While our candidate for President, John Kerry, did not win..." Talk about behind the times.

UPS Teamsters who want real news can visit www.MakeUPSDeliver.org and www.tdu.org. Sign up for email updates to get the latest on what UPS Teamsters are doing to enforce our contract.

UPS Wants Loopholes on Excessive OT Grievances

Teamsters in several areas report that management is claiming that "high mileage" and "high density" routes are exempt from Article 37 language and that drivers on those routes cannot file 9.5 grievances.

In some areas, the company has also argued that they will only pay excessive overtime grievances on 11 percent of their routes because statistically only 11 percent of its routes go over 9.5.

While the company is settling some grievances at the new triple time penalty, management has deadlocked many others.

UPS got enough concessions in the contract. The International Union should not let them use the 9.5 Committee to push through new restrictions before many Teamsters even have a copy of the contract!

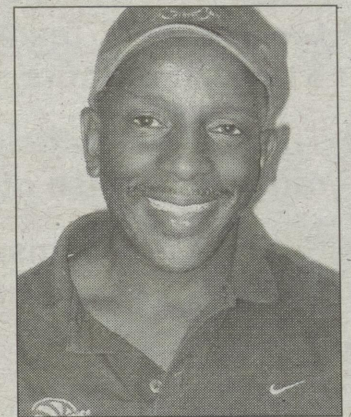
TDU Convention: I'll Be There

Oct. 24-26 • Cleveland Airport Sheraton

"As a shop steward, it's my job to be knowledgeable and prepared to defend my fellow Teamsters. That's why I'll be attending my first TDU Convention this year.

"I want to participate in the workshops on advanced grievance handling and to share strategies with UPS stewards from across the country."

**Landy Butler, Local 804 Shop Steward
UPS, New York City**



requires the company to give the International Union a list that details and identifies all 20,000 combo jobs the company will maintain.

But the International Union has not provided this list to local unions, making contract enforcement much more difficult. When stewards and business agents do file grievances, management often claims that these jobs have moved to other areas.

The International Union has the means to put an end to this shell game. The Parcel Division should provide every local union with a list of the Article 22.3 jobs that UPS claims it is maintaining. Business agents and shop stewards could then compare the company's list with the full-time jobs that are actually filled in the local.

Our International Union could then

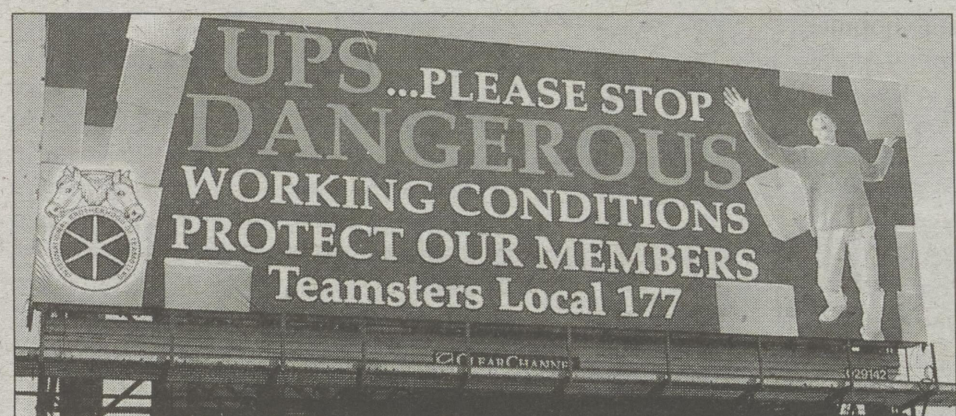
file a national grievance demanding that UPS create all 20,000 jobs with full backpay for Teamster members who should have been in these full-time jobs.

What Members Can Do

You can help protect full-time jobs.

Go to www.makeUPSDeliver.org or call TDU to report contract violations in your area and get sample grievance language. You can also download or request leaflets so you can inform other UPS Teamsters in your local and put a spotlight on this issue.

Concerned Teamsters can also contact the Parcel Division at 202-624-8755. Tell them about the problem in your area and that you are ready to help our union conduct a national audit to enforce the contract and make UPS deliver all 20,000 full-time jobs the company owes us.



Billboards Blast UPS Safety Violations

Local 177 has tried for months to get UPS management to address dangerous safety violations in the hub in Edison, N.J. Now the local is going public with its concerns.

The New Jersey Turnpike is now home to two prominent billboards letting UPS know it's time to protect employee safety.

Local 177 has filed hundreds of grievances on safety violations in the Edison hub dating back to March.

Members report that packages are falling off of jammed belts from twenty feet in the air. Instead of dealing with this threat to worker safety, UPS management has stonewalled the grievances.

Management can try to hide from the problem, but Local 177 won't hide the problem from the public. It's time for UPS to put safety first.

Annual \$150,000 Club Report

Every year TDU publishes the salaries of the highest paid Teamster officials in our \$150,000 Club report.

That list is bigger than ever:

► Last year, 98 Teamster officials made salaries of \$150,000 or more.

► Thirty-seven officials making over \$150,000 received a raise of \$10,000 or more.

► Fifty-seven Teamster officials received total compensation of over \$200,000—a 33 percent jump.

Name	City	Total Salary	Total Comp.	Affiliations
Ernest Sowell	Houston	\$329,478	\$329,962	JC 58, L 747
Patrick Flynn	Chicago	\$277,779	\$331,977	INTL, JC 25, L 710
James Hoffa	Washington	\$277,777	\$413,234	INTL
James Dawes	Chicago	\$277,776	\$285,657	L 710
John Coli	Chicago	\$277,775	\$324,183	INTL, JC 25, L 727
Jim Santangelo	El Monte, Calif.	\$277,720	\$309,437	INTL, JC 42, L 848
Fred Gegare	Green Bay, Wis.	\$276,646	\$306,629	INTL, JC 39, L 75, L 662
Randy Cammack	Covina, Calif.	\$262,508	\$289,298	INTL, JC 42, L 63
Carroll Haynes	New York	\$260,191	\$292,956	INTL, L 237*
Louis Smith	New York	\$253,768	\$271,781	JC 16, L 810
C. Thomas Keegel	Washington	\$252,098	\$332,003	INTL
Terry Hancock	Burr Ridge, Ill.	\$250,340	\$257,537	INTL, JC 25, L 731
Jack Cipriani	Greensboro, N.C.	\$249,402	\$292,187	INTL, JC 9, L 391
Leo Reed	Hollywood, Calif.	\$240,092	\$271,113	INTL, L 399
Steve Mack	Hayward, Calif.	\$235,613	\$281,999	INTL, JC 7, L 78
Chuck Mack	Oakland, Calif.	\$235,396	\$271,382	INTL, JC 7, L 70
Robert Hogan	Berwyn, Ill.	\$235,120	\$259,128	JC 25, L 714
Kenneth Wood	Tampa, Fla.	\$228,291	\$260,132	INTL, JC 75, L 79
Walter Lytle	Fort Wayne, Ind.	\$227,660	\$264,300	INTL, L 414
George Tedeschi	Washington	\$222,773	\$256,307	INTL, GCC
Thos. R. O'Donnell	Lake Success, N.Y.	\$222,136	\$243,335	INTL, L 817
David Laughton	Manchester, N.H.	\$219,751	\$256,582	INTL, JC 10, L 633
Gary La Barbera	Lake Success, N.Y.	\$216,763	\$247,116	JC 16, L 282
George Miranda	New York	\$212,300	\$234,801	INTL, JC 16, L 210
Robert Lennox	Los Angeles	\$210,966	\$232,773	INTL, JC 42, L 495
Robert Bouvier	Montreal	\$210,663	\$210,663	INTL
Robert Morales	Daly City, Calif.	\$210,656	\$219,283	INTL, JC 7, L 350
Don Hahs	Cleveland	\$210,225	\$251,457	INTL, BLET
Fred Zuckerman	Louisville, Ky.	\$209,037	\$248,570	INTL, KY-WV, JC 94, L 89
Michael Sweeney	Chicago	\$204,000	\$218,341	L 710
Rick Middleton	Carson, Calif.	\$203,373	\$221,983	INTL, L 572
Fred Potter	Hazlet, N.J.	\$202,428	\$224,909	INTL, L 469
Richard (Ken) Hall	Charleston, W.V.	\$202,349	\$258,867	INTL, KY-WV, L 75
Robert White	Joliet, Ill.	\$200,004	\$223,336	INTL, JC 25, L 179
Brad Slawson, Sr.	St. Paul, Minn.	\$196,485	\$250,256	INTL, JC 32, L 120

Name	City	Total Salary	Total Comp.	Affiliations
James Hogan	Berwyn, Ill.	\$194,505	\$211,899	L 714
Richard Volpe	New Hyde Park, N.Y.	\$193,632	\$226,158	INTL, L 550
Gary Witlen	Washington	\$190,508	\$217,288	INTL
Roger Insprucker	Cincinnati	\$189,959	\$217,792	INTL, OH, JC 26, L 114
Rome Aloise	San Leandro, Calif.	\$186,958	\$222,642	INTL, JC 7, L 853
Fred Correll	Fullerton, Calif.	\$185,808	\$208,786	GCC DC 2
Joseph Bairos	Providence, R.I.	\$182,824	\$206,965	INTL, JC 10, L 251
Fred Simpson	Southfield, Mich.	\$182,729	\$209,524	INTL, BMW
Ernest Yates	Daly City, Calif.	\$182,634	\$194,229	INTL, JC 7, L 665
F. Tyson Johnson	Washington	\$182,592	\$221,485	INTL
Mary Lou Salmeron	Los Angeles	\$182,360	\$192,853	INTL, L 986
Tony Cornelius	Green Bay, Wis.	\$182,309	\$197,942	INTL, JC 39, L 75, L 662
Daniel Kane, Sr.	New York	\$181,451	\$209,755	INTL, L 111
Edward Rodzicz	Cleveland	\$181,370	\$224,795	INTL, BLET
Patrick LoPresti	New York	\$181,363	\$202,899	GCC 1-L
Ryan Sherard	Fullerton, Calif.	\$179,874	\$200,200	INTL, JC 42, GCC DC 2
Danny Barton	Indianapolis	\$177,787	\$199,403	INTL, JC 69, L 135
John Bulgaro	Albany, N.Y.	\$177,416	\$207,044	INTL, BR, JC 18, L 294
Jos. Wojciechowski	New York	\$177,154	\$208,443	BR, JC 16, L 812
Leo Deaner	Washington	\$176,797	\$197,170	INTL
Ron Herrera	Covina, Calif.	\$176,344	\$194,370	INTL, JC 42, L 396
Thos. J. O'Donnell	Lake Success, N.Y.	\$176,300	\$207,550	L 817
Henry Perry	Memphis	\$176,039	\$203,970	INTL, L 667
Thomas Custer	Aurora, Ill.	\$175,470	\$182,829	JC 25, L 673
Richard Bell	Washington	\$175,032	\$196,917	INTL
William Lichtenwald	Toledo, Ohio	\$174,671	\$215,625	INTL, OH, JC 44, L 20
Alphonse Rispoli	Mountainside, N.J.	\$173,818	\$186,963	JC 73, L 863
Patrick Kelly	Orange, Calif.	\$171,875	\$191,679	INTL, L 952
Anthony Cousimano	Hollywood, Calif.	\$171,605	\$192,384	INTL, L 399
John Lisner	Burr Ridge, Ill.	\$171,180	\$177,884	L 731
J. Allen Hobart	Yakima, Wash.	\$170,903	\$206,724	INTL, JC 28, L 760
John Williams	Seattle	\$170,265	\$207,139	INTL, JC 28, L 117
Brian Rainville	Chicago	\$167,901	\$191,915	INTL, JC 25
John Dulczak	Philadelphia	\$161,730	\$173,678	L 837
Howard Redmond	Long Island City, N.Y.	\$160,709	\$165,379	INTL, L 804
James McCall	Washington	\$160,283	\$183,838	INTL
Gerard Sibiano	New York	\$160,194	\$173,168	GCC L 119
Ernest Soehl	N. Brunswick, N.J.	\$158,900	\$185,505	INTL, L 701
Richard Hendershot	New York	\$158,683	\$177,547	L 237*
Franklin Gallegos	Salinas, Calif.	\$158,654	\$192,833	INTL, JC 7, L 890
Edward Doyle Jr.	Elmsford, N.Y.	\$157,916	\$171,932	L 456
Patricia Stryker	New York	\$157,635	\$158,093	L 237*
Chris Griswold	Los Angeles	\$157,519	\$202,800	L 986
Rigoberto Tirado	Los Angeles	\$156,736	\$174,551	INTL, L 495
Frank Perkins	San Antonio	\$155,888	\$189,700	INTL, JC 58, L 657
Paul Kenny	Los Angeles	\$155,559	\$190,888	L 630
Gregory Nowak	Detroit	\$155,472	\$195,010	INTL, JC 43, L 1038
Tony Barr	Springfield, Ill.	\$155,369	\$179,310	JC 65, L 916
Andrew Marshall	Phoenix	\$154,049	\$188,259	INTL, JC 3, L 104
Daniel Kane, Jr.	Bronx, N.Y.	\$153,903	\$168,400	INTL, JC 16, L 202
Donna Santoro	New York	\$153,813	\$179,523	L 810
Joseph Molinero	Pittsburgh	\$153,423	\$183,911	INTL, PA, NMP, L 211
Joseph Bennetta	Bridgeport, Conn.	\$153,206	\$176,395	INTL, L 191
Frank Gillen	Philadelphia	\$152,980	\$177,886	INTL, PA, JC 53, L 500
Louis Bisignano	Lake Success, N.Y.	\$152,688	\$182,229	L 282
Thomas Gesualdi	Lake Success, N.Y.	\$152,688	\$180,987	L 282
Lawrence Kudla	Lake Success, N.Y.	\$152,688	\$179,868	L 282
Bruce Gagnon	Manchester, N.H.	\$152,362	\$161,215	BR, L 633
John Harren	Los Angeles	\$151,923	\$160,430	JC 42, L 986
Raymond Whitmer	Long Beach, Calif.	\$151,552	\$167,968	INTL, L 911
Val Fiorillo	Mountainside, N.J.	\$151,200	\$165,330	L 863
Leo Carroll	Springfield, Ill.	\$150,616	\$183,776	L 916
Richard Smith	Des Plaines, Ill.	\$150,000	\$157,874	L 781



Who's Sacrificing?

"Take a look at this chart. Fred Zuckerman took home a quarter of a million the same year he negotiated the worst givebacks in the history of the carhaul contract. On top of that, while he was cashing those big paychecks, he was selling the members the sob story of how tough the economy is for the companies.

"Teamster car haulers have already made enough sacrifices. Has Fred?"

George Warner, Jack Cooper
Local 580, Lansing, Mich.

See pages 8-9 for a listing of officer salaries over \$110,000.

Officials' Salaries Hit New High as Members Sacrifice

Teamster members are hurting from rising prices and contracts that aren't keeping pace.

A new report shows that top Teamster officials are making more than ever.

Salaries and compensation for our union's top officials are on the rise, according to a comprehensive analysis of Teamster financial documents and officer compensation by the Teamster Rank and File Education and Legal Defense Foundation (TRF).

The \$150,000 Club has a hit a new high: in 2007, 98 Teamster officials received a salary of \$150,000 or more. Here are some of the key findings:

► **Thirty-seven Teamster officials in the \$150,000 Club saw their salaries go up by \$10,000 or more.** The average raise for a member of the \$150,000 Club was 5.6 percent.

► **Many officials also get paid for vehicles, allowances, meals, and other expenses on top of their normal salary. Total compensation for the Club rose by seven percent—or \$1.4 million total.**

► **Fifty-seven Teamster officials had total compensation of over \$200,000 last year—a 33 percent increase.** General President Hoffa was at the top of the pack, with his salary, housing allowance, and other disbursements totaling \$413,234.

► **Last year the International Union paid out multiple salaries to 196 Teamster officials.** These officials took in over \$9.9 million in multiple salaries, allowances, and reimbursements. That's pretty good for a part-time job.

The great majority of Teamster officers and representatives make less than \$100,000 a year.

There are many exceptions—and you'll find them all here. In addition to the \$150,000 Club we publish every Teamster official who made more than \$110,000 in 2007 (pgs. 8-9).

We don't play favorites. We list friends and foes for you to see.

Sacrifice Not for Everyone

Our top officials have negotiated contracts that don't keep up with inflation—while they're getting major increases.

This August, UPS Teamsters got a 35 cent raise—and no COLA.

Ken Hall, our union's chief negotiator with Big Brown, saw his three salaries jump a total of \$15,750—or an 8.4 percent increase. Hall's total compensation jumped by 25 percent, or over \$52,000. Hall's total compensation: \$258,867.

Carhaul Director Fred Zuckerman negotiated a deal that includes a two-year wage freeze. Members voted it down because it was riddled with concessions.

But there was no wage freeze for Zuckerman. Together his four salaries increased by \$9,812. Total compensation: \$248,570.

General President Hoffa got the single biggest raise: \$77,577. His salary, expenses, "allowance" and "other disbursements" for 2007 total \$413,234. General Secretary-Treasurer Tom Keegel bagged a big increase too.

Although Hoffa and Keegel's salaries are set by the Teamster Constitution, and go up each year on a generous cost of living formula, they are dodging the limit

Rising Salaries, Giveaway Contracts

James Hoffa

Led the most concessionary round of master contracts in Teamster history.

2007 Raise: \$77,577

Total 2007 Compensation: \$413,234



Fred Zuckerman

Teamster Carhaul Director

Negotiated two-year wage freeze for car haulers on top of givebacks.

Total 2007 compensation: \$248,570

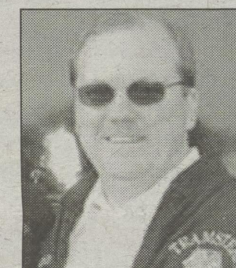


Ken Hall

Chief Negotiator at UPS

Negotiated 35¢ wage increase for 2008—and no COLA.

Increase in 2007 compensation: 25%



set in the constitution by taking incredibly high "other disbursements."

Twenty-two members of the Teamster General Executive Board made over \$150,000 last year.

Missed Opportunities

When Hoffa first ran for Teamster General President, he promised to "cut and cap" officer salaries at \$150,000.

If he had kept his word, that promise would have saved our union over \$4.1 million last year alone.

The total cost of his broken promise is now over \$24 million since he took office.

The number of Teamsters drawing multiple salaries from the International Union has ballooned from just 16 before Hoffa to 196 today—a 1,125 percent increase. Cutting those multiple salaries would have saved our union nearly \$10 million last year.

Imagine what those savings could have done if they had gone to membership mobilization, education, and organizing instead.

Members Have Made a Difference

One member of the \$150,000 Club won't be back next year.

Last year former BLET President Don

Hahs took home \$251,457. Now he has to pay \$44,000 back to the union after rail members uncovered Hahs spending their dues money to pay for basketball tickets, hotel room movies, and his wife's travel.

For 29 years, TDU has published the facts to let members decide for themselves if our union's financial priorities are on the right track.

In the 1980s, General President Jackie Presser's salary was over \$500,000. In today's money that would be over \$1 million.

Those days of such bloated excess are over—thanks to the hard work of the members who have built TDU and exposed the excesses.

TDU has published a salary and financial report each year, regardless of who is Teamster president. Membership knowledge is power.

TDU has fought to win specific reforms, including certain limits in the Teamster Constitution.

We won the Right to Vote for Teamster President and General Executive Board. And TDU is there to make sure Teamsters will have an alternative to another Hoffa slate in the next election for top Teamster officers.

These are tough times for our union. It's up to Teamster members to make sure that we spread the sacrifice equally—and get our priorities on track.

Getting by on One Salary

"Last year, my principal officer got three salaries and a 14 percent raise. I'm trying to get by on just one salary.

"It's hard when our new contract split up our wage increase, and left out COLA. Our union can do better.

"We have an election this fall in our local—and I'm voting for change."

Al Rodriguez, UPS Package Car Local 396, Los Angeles



Report on Official Salaries Over \$100,000

For 29 years TDU has listed the salary of every Teamster official who made more than \$100,000.

We don't play favorites. We list friends and foes. We publish them all for you to see.

For the first time ever, that full list is too big to be printed in full in *Convoy*. You can find the complete listing online at www.tdu.org/2008salaryreport.

Name	City	Total Salary	Total Comp.	Affiliations
William Hamilton	Philadelphia	\$149,938	\$186,484	INTL, PA, JC 53, L 107
William Norris	Louisville, Ky.	\$149,234	\$162,656	KY-WV, JC 94, L 783
Gary Tiboni	Valley View, Ohio	\$148,215	\$159,172	OH, JC 41, L 436
Cheryl Johnson	Washington	\$148,165	\$209,632	INTL
Anthony Caifano	New York	\$147,766	\$177,161	1-L
Dennis Watson	Carson, Calif.	\$147,625	\$156,115	L 572
Keith Gleason	Peoria, Ill.	\$147,535	\$156,098	INTL, JC 65, L 627
Lucio Reyes	Stockton, Calif.	\$147,511	\$170,779	INTL, CA CC, JC 38, L 601
Dennis Raymond	Waterbury, Conn.	\$147,297	\$169,179	INTL, JC 10, L 677
Kevin Reddy	Providence, R.I.	\$147,082	\$170,003	L 251
Robert Machado	Lake Success, N.Y.	\$147,031	\$147,031	L 282
Richard Stern	Washington	\$146,964	\$166,559	INTL
Anthony Donato	Long Island City, N.Y.	\$146,792	\$147,689	L 804
Thomas Clair	Chicago	\$145,857	\$145,857	L 726
John F. Murphy	Boston	\$145,604	\$180,297	INTL, L 122
Michael Scott	Miami, Fla.	\$145,520	\$152,399	INTL, JC 75, L 769
Becky Strzechowski	Chicago	\$145,200	\$165,708	L 727
Kevin Moore	Detroit	\$144,800	\$177,470	INTL, L 299
William Walpert	Cleveland	\$144,265	\$183,549	BLET
Charles Byrnes	Pittsburgh	\$144,220	\$172,930	INTL, JC 40, L 926
David Robinson	Saginaw, Mich.	\$143,228	\$189,399	INTL, JC 43, L 486
Edmund Kane	New York	\$143,205	\$151,069	L 237*
Steven Vairma	Denver	\$143,037	\$156,903	INTL, JC 3, L 455
Anthony Magrene	Long Island City, N.Y.	\$142,847	\$146,226	L 804
Richard Lopez	Chicago	\$142,625	\$163,649	L 743
Robert Lacey	Washington	\$142,381	\$171,234	GCC
John Heffernan	New York	\$142,172	\$148,754	GCC L 2
Albert Mixon	Cleveland	\$141,451	\$146,324	INTL, JC 41, L 507
Charles Harple	Washington	\$140,478	\$159,661	INTL
Daniel Hannah	El Paso, Texas	\$140,453	\$188,001	BLET GCA 177
Eddie Allers	New York	\$140,250	\$162,095	L 272
Arthur Bell	Peoria, Ill.	\$139,773	\$145,574	L 627
Bret Caldwell	Washington	\$139,615	\$174,868	INTL
Michael Stapleton	Orlando, Fla.	\$139,360	\$155,873	INTL, JC 75, L 385
Ken Bryant	Dallas	\$139,008	\$168,950	INTL, JC 80, L 745
Frank Laquidara	Long Island City, N.Y.	\$138,868	\$139,807	L 804
William Leary	Long Island City, N.Y.	\$138,857	\$139,200	L 804
Patrick DeFelice	Long Island City, N.Y.	\$138,674	\$139,429	L 804
Robert Walston	Chicago	\$138,674	\$149,514	L 743
Angelo Guarella	Long Island City, N.Y.	\$138,137	\$138,522	L 804
Patrick Williams	San Bernardino, Calif.	\$137,994	\$181,750	BLET GCA SNTA FE RR
John Nemeth	Long Island City, N.Y.	\$137,978	\$139,072	L 804
William Buhlert	Long Island City, N.Y.	\$137,859	\$141,520	L 804
Steven Medina	Long Island City, N.Y.	\$137,719	\$138,966	L 804
Michael Manley	Washington	\$137,665	\$152,929	INTL
Thomas Connolly	Long Island City, N.Y.	\$137,112	\$137,420	L 804
Dennis Hart	Hayward, Calif.	\$136,963	\$160,068	INTL, BR, L 78
Robert Hahn	Orange, Calif.	\$136,693	\$155,389	L 952
Francis Connolly, Jr.	Lake Success, N.Y.	\$136,300	\$157,225	L 817
Gordon Sweeton	Washington	\$136,173	\$179,363	INTL
Dale Bolt	Burr Ridge, Ill.	\$136,080	\$137,679	L 731
Jeffrey Farmer	Washington	\$135,541	\$182,595	INTL
Louis Miller	St. Paul, Minn.	\$135,432	\$161,504	INTL, L 120, L 1145
Spencer Thal	Seattle	\$135,200	\$154,589	L 117
Jeff Padellaro	Manchester, N.H.	\$134,933	\$146,577	L 633
Robert Bayusik	New Haven, Conn.	\$134,900	\$150,640	L 443
Michael Simeone	Denver	\$134,865	\$157,668	INTL, JC 3, L 17
Richard Radek	Cleveland	\$134,710	\$178,475	BLET
Merle Geiger Jr.	Cleveland	\$134,376	\$170,388	BLET
Dale McPherson	Cleveland	\$134,376	\$168,430	BLET
Edgar Pruitt Jr.	Cleveland	\$134,376	\$183,307	BLET
Paul Sorrow	Cleveland	\$134,376	\$177,767	BLET
Stephen Speagle	Cleveland	\$134,376	\$175,363	BLET
Robert Roberge	Elmsford, N.Y.	\$134,354	\$148,633	L 456
Ed Keyser	Washington	\$134,098	\$158,681	INTL
Neil Ditchek	Washington	\$133,654	\$142,641	INTL
John A. Murphy	Boston	\$133,627	\$172,503	INTL, L 25
Sean O'Brien	Boston	\$133,384	\$160,207	JC 10, L 25
W.C. Smith	Jackson, Miss.	\$133,242	\$153,425	INTL, JC 87, L 891
Robert Paffenroth	Covina, Calif.	\$133,075	\$169,988	INTL, L 63
Anthony D'Aquila III	Lake Success, N.Y.	\$132,772	\$159,539	L 282
Paul Luddine	Lake Success, N.Y.	\$132,772	\$156,567	L 282
Michael O'Toole	Lake Success, N.Y.	\$132,772	\$153,280	L 282
Anthony Pirozzi	Lake Success, N.Y.	\$132,772	\$152,264	L 282
Denis Taylor	Baltimore	\$132,603	\$143,304	INTL, JC 62, L 355
Kenneth Lange	St. Louis	\$132,592	\$145,938	BR, MO KS, JC 13, L 6
John Gale	Memphis	\$132,576	\$141,524	INTL, L 667
John Tolman	Cleveland	\$132,322	\$186,922	BLET
Marcus Ruef	Cleveland	\$132,277	\$185,609	BLET
Thomas Marchetti	Hollywood, Calif.	\$132,086	\$155,534	L 399
John Gerow	Union, N.J.	\$132,050	\$138,609	L 97
Dominick Marrocco	Lake Success, N.Y.	\$131,785	\$148,626	L 282
John Burns	New York	\$131,765	\$134,272	L 237*
Gilbert Gore	San Antonio	\$131,720	\$155,533	BLET UPRR-SOUTH
Michael Haffner	Waukegan, Ill.	\$131,112	\$140,442	L 301
Evaristo Pabon	New York	\$131,051	\$138,845	L 237*
Thomas Feeley	New York	\$130,838	\$150,334	L 810
Don DiLeo	Union, N.J.	\$130,374	\$137,092	JC 73, L 408
Michael Smith	New York	\$130,369	\$147,094	L 810
Steve Dayan	Hollywood, Calif.	\$130,225	\$146,465	L 399
Nick Nardi	Cleveland	\$130,145	\$145,869	OH, JC 41, L 416
Howard Wells	Camden, N.J.	\$129,873	\$148,100	JC 53, L 676
Paul Cardullo	Philadelphia	\$129,709	\$146,144	PA, JC 53, L 929
Todd Thompson	Washington	\$129,631	\$168,399	INTL
Ray Wallace	Powell, Tenn.	\$129,359	\$144,003	BLET GCA 4
Fred Alston	New York	\$129,250	\$148,084	L 272
Joseph Mattesi	New York	\$129,250	\$146,241	L 272
Maria Perez	Union, N.J.	\$128,818	\$134,791	L 97
Warren Marsh	New York	\$128,731	\$162,193	L 812
Thomas Rosano	New York	\$128,731	\$158,410	L 812
Melvin Cavett	Hollywood, Calif.	\$128,726	\$155,218	L 399
Brian Carroll	Providence, R.I.	\$128,644	\$144,240	L 251
Thomas White	Joliet, Ill.	\$128,608	\$148,730	L 179
Theodore Uniatski	Chester, Penn.	\$128,600	\$137,928	INTL, L 312
Brad A. Slawson, Jr.	St. Paul, Minn.	\$128,529	\$155,240	L 120, L 1145
Charles Rightnowar	N. Little Rock, Ark.	\$128,403	\$128,403	BLET UPRR-EAST
Steven Labrie	Providence, R.I.	\$128,319	\$136,409	L 251
Mike Bergen	Bloomington, Calif.	\$128,276	\$141,237	INTL, JC 42, L 166
Jim Kabell	Springfield, Mo.	\$128,257	\$137,005	INTL, MO KS, JC 56, L 245
Jose Galvan	Chicago	\$128,225	\$145,160	INTL, L 743
Frederick McLuckie	Washington	\$128,117	\$143,492	INTL
Douglas Teoli	Providence, R.I.	\$127,938	\$135,819	L 251
Joseph Boyajian	Providence, R.I.	\$127,925	\$136,606	L 251
Randall Peterson	Hollywood, Calif.	\$127,840	\$156,816	L 399
Charles Roth	Greensboro, N.C.	\$127,762	\$153,165	INTL, L 391
Gerald Gross	South Easton, Mass.	\$127,734	\$148,999	JC 10, L 653*
Thomas Malone	New York	\$127,311	\$156,766	L 812
Ken Coleman	Anchorage, Alaska	\$127,250	\$140,964	L 959
Louis Sanchez	Mountainside, N.J.	\$127,200	\$135,693	L 863
Claude Gray	Greensboro, N.C.	\$127,135	\$146,278	INTL, JC 9, L 391
Ronald Germana	New York	\$127,133	\$127,133	L 237*
Robert Warnock	South Bend, Ind.	\$127,093	\$137,059	JC 69, L 364
Kenneth Brantley	Chicago	\$127,033	\$127,033	L 726
Colvin Bolton	Louisville, Ky.	\$126,962	\$138,658	JC 94, L 89
Ferline Buie	Washington	\$126,833	\$133,832	INTL, JC 55, L 922
Harold McLaughlin	Kansas City, Mo.	\$126,312	\$131,044	JC 56, L 41
Edward Duffy	Hollywood, Calif.	\$126,240	\$144,456	L 399
Mitchell Masoner	Hollywood, Calif.	\$126,240	\$150,439	L 399
Lourdes Garcia	Carson, Calif.	\$126,155	\$133,312	L 572
William Lickert	White Oak, Penn.	\$125,779	\$132,300	PA, JC 40, L 205
John Souza	Modesto, Calif.	\$125,776	\$138,355	JC 38, L 386
Gregory Rountree	Houston	\$125,427	\$140,545	BR, JC 58, L 919
Jose Monjaras	Long Beach, Calif.	\$124,969	\$138,089	L 911
Donald Arnold	New York	\$124,812	\$130,858	L 237*
Chester Mordasini	Long Beach, Calif.	\$124,739	\$141,743	L 911
Genaro Rodriguez	Berwyn, Ill.	\$124,623	\$145,849	L 714
Mark Banton	San Bernardino, Calif.	\$124,561	\$136,465	BLET SNTA FE RR
Tom Lauer	Los Angeles	\$124,427	\$132,548	L 578
John Steger	Washington	\$124,332	\$148,922	INTL
Daniel Heumann	St. Louis	\$124,261	\$136,822	L 618
Nancy Shaw	Anchorage, Alaska	\$123,939	\$128,212	L 959

Report on Official Salaries Over \$100,000

Name	City	Total Salary	Total Comp.	Affiliations	Name	City	Total Salary	Total Comp.	Affiliations
Susan Mauren	Minneapolis	\$123,893	\$137,400	INTL, JC 32, L 320	Sonya Cook	Columbus, Ohio	\$115,329	\$117,132	L 1108
Lamont Byrd	Washington	\$123,888	\$144,619	INTL	James Kimball	Washington	\$115,287	\$135,066	INTL
Richard Gibson	Washington	\$123,750	\$133,027	INTL	George Brier	Waterbury, Conn.	\$115,240	\$126,181	L 677
Sydney Goldstein	Elmsford, N.Y.	\$123,692	\$139,181	L 456	John Capobianco	Waterbury, Conn.	\$115,240	\$130,060	L 677
Roger Carbo	New York	\$123,667	\$125,309	GCC L 2	Warren Lucid	Waterbury, Conn.	\$115,240	\$127,534	L 677
Dave Lucas	Hartford, Conn.	\$123,626	\$149,216	JC 10, L 671	Mitzi Montemore	Washington	\$115,149	\$124,152	INTL
Robert Keller	Norristown, Penn.	\$123,610	\$137,014	L 384	Melissa Riner	Washington	\$114,921	\$126,128	INTL
Thomas Metzinger	Washington	\$123,527	\$137,011	INTL	Cole Davis	Kansas City, Mo.	\$114,864	\$140,238	BLET NFLK & WEST RWY
Mike Goebel	St. Louis	\$123,050	\$146,812	INTL, MO KS, JC 13, L 688	Anthony Artificio	Union, N.J.	\$114,757	\$122,670	JC 73, L 641
Malcolm Patterson, Jr.	New York	\$122,993	\$130,519	L 237*	Michael Brya	Waukegan, Ill.	\$114,581	\$125,071	L 301
Robert Ryder	Philadelphia	\$122,511	\$150,378	INTL, L 463	Kenneth Haarala	Covina, Calif.	\$114,400	\$125,137	L 63
John Cuite	Valley Stream, N.Y.	\$122,391	\$157,607	INTL, L 854	Harvey Jackson	Stratford, Conn.	\$114,305	\$120,473	INTL, L 1150
Michael Marcatante	Chicago	\$122,353	\$122,353	L 726	William Logan	Burr Ridge, Ill.	\$114,210	\$115,618	L 731
Anthony DiGrazia	Des Plaines, Ill.	\$122,172	\$130,310	L 781	Robert Mcallister	Boston	\$114,037	\$124,797	L 25
Mark Gleason	Daly City, Calif.	\$122,024	\$133,660	L 665	James Kelly	Philadelphia	\$113,872	\$119,782	L 500
Randy Korgan	Covina, Calif.	\$122,000	\$142,903	INTL, L 63	Robert Doss	Covina, Calif.	\$113,750	\$134,417	INTL, L 63
Sylvester Needham	New York	\$121,900	\$144,428	L 813	William Moore	Topeka, Kan.	\$113,700	\$165,009	INTL, MO KS, L 696
Larry Daugherty	Daly City, Calif.	\$121,804	\$133,175	INTL, L 350	Tom Vincent	Louisville, Ky.	\$113,412	\$130,073	BR, L 783
Thomas Ratliff	Washington	\$121,772	\$122,032	INTL, JC 55, L 639	Paul Jacobs	Detroit	\$113,250	\$126,250	JC 43, L 247
Bill Elder	Ventura, Calif.	\$121,550	\$131,516	L 186	Daniel Bartholomew	Minneapolis	\$113,213	\$120,319	INTL, JC 32, L 289
Stanton Orr	Miami, Fla.	\$121,524	\$122,274	L 769	Gene Kreis	New York	\$113,186	\$123,000	1-L
Matthew Condron	Norristown, Penn.	\$121,443	\$131,202	L 384	George Gross	South Easton, Mass.	\$112,734	\$133,999	L 653*
John Perry	Boston	\$121,200	\$121,521	L 82	Gary Johnson	Joliet, Ill.	\$112,673	\$132,164	L 179
Thomas Noonan	Manchester, N.H.	\$120,872	\$131,775	L 633	Edward Gleason	Washington	\$112,500	\$126,240	INTL
Jay Phillips	Covina, Calif.	\$120,820	\$143,874	L 396	Diana Franken	Salem, Ore.	\$111,928	\$123,182	JC 37, L 670
Nelson Silva	New York	\$120,740	\$140,649	L 810	Michael Conyngham	Washington	\$111,924	\$127,993	INTL
Vic Shada	Sacramento, Calif.	\$120,431	\$136,267	JC 38, L 150	Daniel Fortier	Minneapolis	\$111,832	\$138,537	INTL, JC 32, L 970
Michael Vendafred	Berwyn, Ill.	\$120,382	\$141,186	L 714	Clarence Stewart	Covina, Calif.	\$111,750	\$136,563	INTL, L 63
John Slatery	Washington	\$120,300	\$137,126	INTL	Wayne Schultz	Madison, Wis.	\$111,703	\$117,581	INTL, JC 39, L 695
Robert Gaines	Norristown, Penn.	\$120,243	\$127,263	L 384	Robert Combine	Louisville, Ky.	\$111,647	\$114,877	KY-WV, L 2727
Sean Harren	Los Angeles	\$120,193	\$141,471	L 986	Art Cantu	San Diego	\$111,525	\$127,609	INTL, JC 42, L 36
Christopher O'Donnell	Norristown, Penn.	\$120,144	\$132,397	L 384	Mark Rime	Minneapolis	\$111,492	\$128,478	JC 32, L 638
Paul Kozicki	Detroit	\$119,900	\$132,314	JC 43, L 247	Louis Calemine	Valley Stream, N.Y.	\$111,480	\$126,941	L 295
Jerry Graham	Kansas City, Mo.	\$119,822	\$130,958	L 41	David Pietroforte	Boston	\$111,428	\$120,919	L 25
Donnie Martin	Kansas City, Mo.	\$119,822	\$126,487	L 41	Robert Fabrizio	Boston	\$111,386	\$122,793	L 25
Martin Perez	Covina, Calif.	\$119,700	\$138,930	INTL, L 63	George Slicis	Boston	\$111,386	\$120,658	L 25
Lawrence Brennan	Detroit	\$119,622	\$143,785	JC 43, L 337	Thomas Mari	Boston	\$111,384	\$120,371	L 25
Robert Weber	Milwaukee	\$119,493	\$154,502	INTL, L 344	Steven Sullivan	Boston	\$111,382	\$119,044	L 25
James Muraki	Los Angeles	\$119,418	\$134,007	L 986	Steven Bratka	Galesburg, Ill.	\$111,318	\$127,159	BLET BURL NRTHN
Sylvia Garza	Los Angeles	\$119,310	\$143,032	L 630	Matt Wilson	Galesburg, Ill.	\$111,300	\$130,722	BLET BURL NRTHN
Brent Taylor	Dallas	\$119,162	\$126,842	INTL, JC 80, L 745	Roy Marshall	Washington, Penn.	\$111,248	\$129,174	PA, JC 40, L 585
Daniel Kreiser	Trenton, N.J.	\$119,073	\$122,930	L 35	John Hurley	Chicago	\$111,240	\$111,240	L 726
Cynthia Impala	Washington	\$119,034	\$139,061	INTL	James Florkiewi	Waukegan, Ill.	\$111,202	\$119,643	L 301
Harry Dellinger Jr.	Washington	\$119,033	\$134,700	INTL	Michael Haffner	Waukegan, Ill.	\$111,202	\$121,278	L 301
Iain Gold	Washington	\$118,746	\$141,295	INTL	Yvette Hoeg	Waukegan, Ill.	\$111,202	\$112,291	L 301
Carin Zelenko	Washington	\$118,746	\$135,539	INTL	Paul Krueger	Waukegan, Ill.	\$111,202	\$118,974	L 301
John Mascali	New York	\$118,678	\$141,159	L 810	David White	Baltimore	\$111,153	\$119,640	JC 62, L 355
Joseph Gurreri	New York	\$118,643	\$133,334	GCC L 51	Kenn Hill	Hayward, Calif.	\$111,102	\$130,373	L 78
Ramona Soto	Fullerton, Calif.	\$118,411	\$121,413	GCC DC 2	Louis Baniecki	Washington	\$110,965	\$163,449	INTL
John Falzone	Chicago	\$118,377	\$118,377	L 726	Anthony Mathis	Washington	\$110,965	\$163,714	INTL
Gerald Godin	Boston	\$118,288	\$132,300	L 25, L 379	David Smith	Washington	\$110,965	\$135,663	INTL
Clay Jeffries	Orlando, Fla.	\$118,247	\$131,759	L 385	Timothy Nolan	Washington	\$110,957	\$155,952	INTL
John Koonce	Salem, Ill.	\$118,229	\$120,133	BLET CAN CEN-ILL CEN	Edward Pratt	Washington	\$110,957	\$140,218	INTL
Aaron Sawyer	Washington	\$118,125	\$136,375	INTL, L 922	Antonio Christian	San Leandro, Calif.	\$110,934	\$135,263	INTL, L 853
James Carson	South Portland, Maine	\$118,101	\$128,809	JC 10, L 340	Joseph Donahue	Boston	\$110,768	\$122,338	L 259
Mark Kenny	Cherry Hill, N.J.	\$117,999	\$158,296	BLET AMTRAK	Scott Hilton	Washington	\$110,746	\$162,308	INTL
Richard Whitworth	Washington	\$117,997	\$133,736	GCC	Thomas Stiede	Chicago	\$110,640	\$126,447	JC 25, L 703
Tom Watt	Portland, Ore.	\$117,993	\$129,273	INTL, L 305	Joseph Esposito	Bridgeport, Conn.	\$110,538	\$121,483	L 191
Charles Easley	Waukegan, Ill.	\$117,960	\$126,163	L 301	Wesley Jenkins	Arlington, Texas	\$110,408	\$119,878	JC 80, L 767
Joseph Valenti	Detroit	\$117,700	\$117,724	JC 43, L 214	Tiffany Moline	Houston	\$110,304	\$115,868	L 747
Dennis Pierce	Galesburg, Ill.	\$117,251	\$138,320	BLET BURL NRTHN	Kenneth Lundgren	San Diego	\$110,179	\$119,735	L 542
Mark Harrington	Boston	\$117,234	\$134,367	L 25	Robert Friend	Louisville, Ky.	\$110,144	\$111,523	L 2727
William O'Keefe	Hazlet, N.J.	\$117,027	\$125,766	INTL, L 469	Edward Bradshaw	Chicago	\$110,017	\$119,700	L 710
Bruce Vivadelli	Mountainside, N.J.	\$116,600	\$128,483	L 863					
Dean Modecker	Denver	\$116,500	\$133,027	INTL, L 435, L 537					
Jesus Gonzalez	Los Angeles	\$116,272	\$132,532	L 630					
Fitz Verity Silvera	Long Island City, N.Y.	\$116,226	\$143,218	L 808					
David Grabhorn	Washington	\$116,173	\$157,361	GCC					
Michael Fackler	Louisville, Ky.	\$116,112	\$124,417	KY-WV, L 89					
Paul Lovinus	Milwaukee	\$116,028	\$122,997	JC 39, L 344					
James Kenney	Joliet, Ill.	\$115,951	\$136,492	L 179					
John Majewski	Aurora, Ill.	\$115,913	\$121,587	L 673					
Gerald Pauli	Chicago	\$115,773	\$160,547	L 710					
Joseph O'Connor	Washington	\$115,732	\$153,250	GCC					
Hector Fernandez	Covina, Calif.	\$115,627	\$132,104	INTL, L 63					
James Neal	Nashville	\$115,623	\$143,142	INTL, JC 87, L 327					
James Smith	Philadelphia	\$115,420	\$128,453	JC 53, L 115					
Tony Andrews	Portland, Ore.	\$115,414	\$126,854	JC 37, L 305					

Key to the Report:

This chart lists Teamster officials and staff who received salaries of over \$100,000 in 2007. This information was compiled from hundreds of Department of Labor LM-2 and LM-3 forms and IRS Form 990 reports. Total compensation includes salaries, allowances and expenses, but does not reflect other benefits such as pensions and automobiles.

Footnotes: *The LM form or Form 990 was not available for 2007, number based on 2006 forms.

Abbreviations: BLET=Brotherhood of Locomotive Engineers and Trainmen; BMWE=Brotherhood of Maintenance of Way Employees; BR=Brewery and Soft Drink Workers Conference; CA CC=Cannery Council; GCC=Graphics Communications Conference; INTL=International; JC=Joint Council; KY-WV=Kentucky-West Virginia Conference; L=Local Union; MO KS=Missouri-Kansas-Nebraska Conference; NMP=Newspaper, Magazine, Print Conference; OH=Ohio Conference; PA=Penn. Conference

No Vote Voids Concessions at Star Tribune



Pressmen vote down concessions at Minnesota's largest newspaper twice

Teamster pressmen at the Minneapolis Star Tribune have voted down concessions for a second time this year—and their vote has voided concessions for two other Teamster locals at the newspaper.

As *Convoy* goes to press on Sept. 18, the Star Tribune has laid off 19 pressmen and seven other employees, even though Minnesota's largest newspaper remains highly profitable.

When union members rejected the concessions, they knew that some layoffs were a distinct possibility.

On Sept. 10, pressmen in GCC Local 1-M voted down a proposed contract that would have cut wages by 16 percent over the life of the deal and forced major takebacks.

"The company is asking us to slash our own throats to save their profits," said Kevin Bialon, a union negotiator who has been a pressman for 27 years in an interview in early September. "In return, they were giving us empty promises about a possible future. There were no guarantees that there wouldn't be

future cuts."

The vote to reject the contract was 80 to 29.

Concessions Voided for Other Teamsters

There are two other Teamster locals at the Star Tribune—the drivers in Local 638 and the mailers in Local 120. Members in those two locals voted by wide margins to approve major concessions in July, but significant opposition developed and many members signed petitions and sought a revote.

"The company is asking us to slash our own throats to save their profits."

Local 638 and 120 officials then notified the Star Tribune that a concession plan that members had approved earlier was "null and void" because the Teamster pressmen voted down the giveback plan.

The concessionary packages included

10 percent wage cuts, elimination of previously negotiated wage increases, and major givebacks in other aspects of the contract.

Troubled Time for Avista?

The Star Tribune is owned by Avista, a private equity firm, which bought it two years ago. Avista has had trouble meeting its debt payments and demanded that unions at the newspaper reopen their existing contracts.

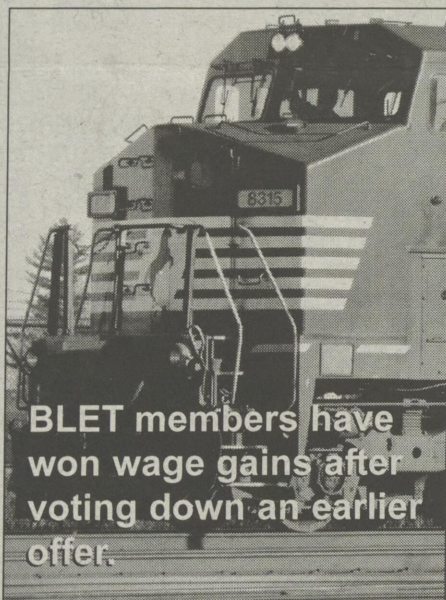
There have been hints that the company might seek bankruptcy, but Avista has denied rumors publicly.

Avista couldn't get the sacrifice they wanted through concessions. So now they've turned to laying off pressmen.

Members at the Star Tribune have shown that they are willing to find a solution that protects Teamster jobs and helps the company solve its problems.

Bargaining committees for all the unions at the newspaper had agreed to work with the company to come up with acceptable deals. It appears Avista has become overly-greedy.

Rejection Wins Improvements on Norfolk Southern



BLET members have won wage gains after voting down an earlier offer.

BLET members on the Norfolk Southern railway have ratified a new six-year contract that contains improvements after voting down a weaker tentative agreement last year.

Members ratified the agreement by a vote of 1,894 to 1,091.

The biggest improvement is in wages. The new agreement raises wages an average of over three percent a year, with the biggest raises coming early in the contract.

For several years, NS engineers have gone without regular wage increases.

In place of wage hikes, they've participated in a bonus system that rewards them when the company reaches its financial goals. That's left their base rate frozen.

The new agreement will help NS engineers start to close the gap with other carriers.

By the end of the agreement, NS engineers will be at a wage level of around \$29 per hour. Existing agreements on other properties already pay over \$35 an hour.

Other improvements include:

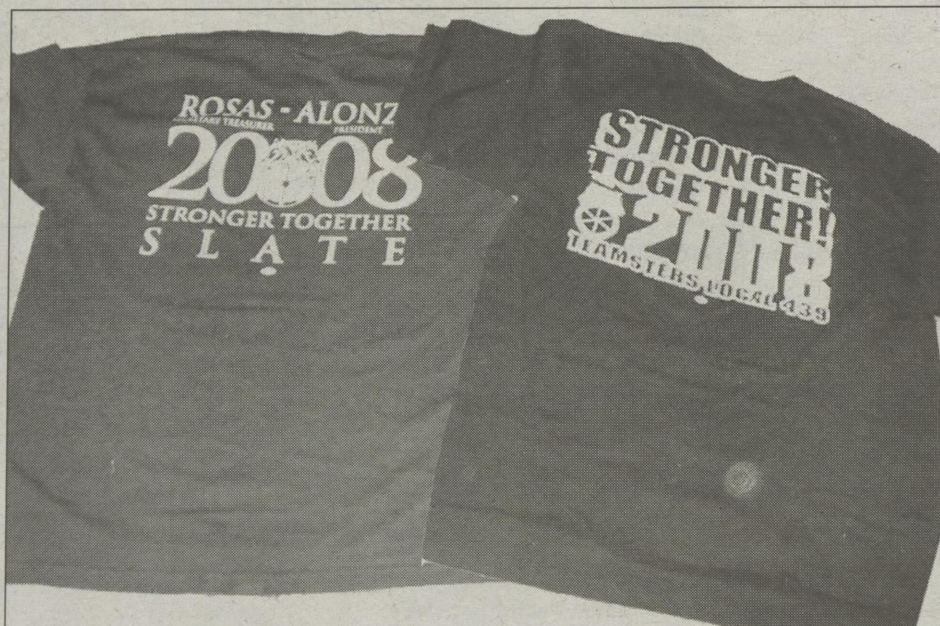
- A significant increase in the weekend differential from \$30 to \$45 in through freight, and from \$7 to \$21 in all other service, will kick in on Jan. 1, 2010.
- The away-from home meal allowance will go to \$12, up from \$9.
- The 401(k) match will go to 30 percent in 2010.
- The threshold for when held-at-away-

from-home terminal payments kick in was lowered from 16 hours to 14 hours.

On the downside, engineers gave up a performance bonus provision currently capped at 15 percent of wages for a two-tiered system that starts at 10 percent. Higher standards are required for an engineer to receive the 15 percent bonus.

This agreement may also get Norfolk Southern one step closer to one-man crews, the long-term goal of the carriers.

The new contract spells out a scope agreement that limits the use of UTU remote control operators to within yard limits. But the agreement also sets rates for remote control operation by an engineer for on-the-road operations.



Using T-Shirts to Launder Union Funds?

It's illegal to use union funds to promote a slate for union office. But it happens sometimes, and members have a right to file an election protest when it does.

Knowing that 2008 was an election year in their local, Local 439 officials in Stockton, Calif. used union funds to print T-shirts with the slogan, "Stronger Together." Business agents were given boxes of T-shirts to distribute for free by Local 439 Secretary-Treasurer Sam Rosas.

This month, Rosas issued campaign T-shirts for his "Stronger Together Slate."

Coincidence? Hardly, say Local 439 insiders who say that Rosas planned the T-shirts as a one-two campaign punch from the beginning.

An election protest has been filed citing the violation of using union funds and staff time for campaign purposes.

Central States Pension Fund Loses \$3 Billion

The Central States Pension Fund lost \$3.1 billion during the first six months of this year, which is half as much as the \$6.1 billion that the fund received in December from UPS as a pay-out to leave the fund.

The fund lost \$2.1 billion on its investments in the first half of 2008, or eight percent of its assets. At the same time, the fund suffered a \$287 million loss of income, compared to the first half of last year, because UPS is no longer contributing to the fund.

The investment losses during the first half of 2008 came as stocks dropped dramatically. Central States fared worse than most other pension funds due to its aggressive investment strategy: their Quarterly Report provides a comparison to the average of other large funds.

No More UPS Contributions

When the Hoffa administration gave UPS management a huge concession in the form of the pensions of 44,000 full-time UPSers, they told Teamsters that the deal would work out well for the Central

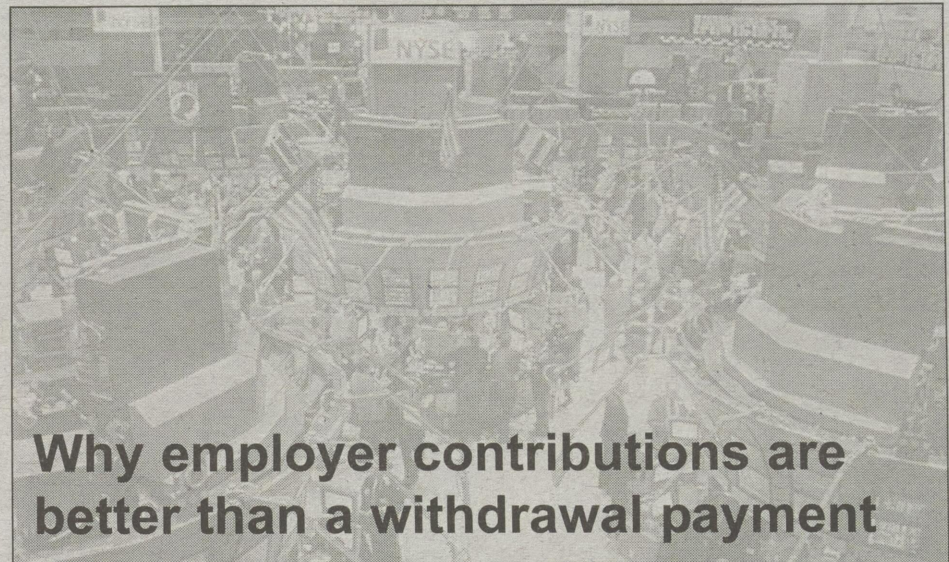
States Fund, because of the \$6 billion received from UPS.

Central States has lost \$600 million per year in contributions that UPS would have had to pay in.

Six months later, that claim does not hold up, especially since CSPF has lost \$600 million per year in contribution income that UPS would have had to pay in. And that income figure would grow each year, as employer contributions go up as required by the contract.

Relying More on Investments

Prior to the deal to allow UPS to exit the fund, Central States relied on employer contributions for about 50 percent of its income, and investment returns for about 50 percent. Now, Central States must count on investment returns for some 70 percent of its income, with employer contributions contributing



Why employer contributions are better than a withdrawal payment

about 30 percent. This makes Central States more dependent on investment returns than most other pension funds.

Central States' assets stood at \$23.7 billion as of June 30, so there is still plenty of money to sustain benefits and recover, as long as the union leadership is committed to make it happen.

You can obtain a copy of the Quarterly

Report of the Independent Special Counsel, and the Quarterly Financial and Analytical Information at www.tdu.org.

TDU members won an order in federal court that requires the Central States Fund to provide us with this information. Previously, they kept it secret from members.

Pension News

No Reciprocity With New UPS Pension Fund

The new UPS Pension Fund covering 44,000 Teamsters in the Central States not only offers the lowest benefits; it also has no reciprocal agreements with Teamster pension plans around the country.

That means that UPSers in the Midwest, Southeast and Southwest who have substantial years worked under other pension plans will face stiff pension reductions when they retire.

Most (though not all) Teamster pension funds have reciprocal agreements. For example: a Teamster who worked 15 years for UPS in California and then 15 years at UPS or another Teamster employer in Ohio can retire with a 30 and out pension. That's because the Western Conference Pension Fund and Central States Pension Fund have a reciprocal agreement.

But the new UPS Pension Plan has no such agreements. That may not be a problem right now because no one has substantial time in the new UPS Pension Fund yet. But going forward, Teamsters who accumulate less than a full pension in the UPS Plan will suffer big pension reductions even if they have 25, 30 or even 35 years of time served in the Teamsters.

Didn't our negotiators see this coming? It's a problem that needs to be fixed before working Teamsters suffer irreparable pension losses.

Conway Won't Pay \$319 Million Pension Liability

When Consolidated Freightways closed its doors in 2002, the company owed over \$400 million in withdrawal liability to Teamster pension funds.

CF's nonunion parent company Conway never paid a dime of that money.

Now Conway has filed a federal lawsuit against the Central States Pension Fund demanding a judgment that it does not owe Central States—or any Teamster fund—any withdrawal liability.

They claim that since Conway spun off CF long before CF went bankrupt, they have no liability. The Central States Fund says that Conway owes \$319 million.

Conway brought in \$4.39 billion in revenues in 2007.



Trash is piling up as Local 200 members are on the fourth week of a strike against Waste Management in Milwaukee. Waste Management has brought in scabs in its bid to bust out of the Central States Pension Fund.

Milwaukee Teamsters Strike

Waste Management Tries to Bust Union Pension Fund

As we go to press in mid-September, over 200 Teamsters in Milwaukee are in their fourth week of a strike at Waste Management. A major issue is WM's move to bust out of the Teamster Central States Pension Plan and replace it with a 401(k) plan which would be far inferior.

The Teamsters have been solid on the picket line, and management's scab labor force has not been able to handle all the trash piling up.

Management has issued publicity about the UPS pullout from Central States, which was agreed to by the International Union. They've also refused to bargain fairly; unfair labor practice charges have been filed.

The pension issue has broader implications, because WM is the largest waste haul corporation and has 13 contracts in other areas in the Central States Fund.

Teamsters have been solid on the picket line, and scabs have not been able to handle all the trash piling up.

All Teamsters should support the strikers, including using an extension of picket lines if it becomes necessary against this corporate giant.

Get the word out! Distribute *Convoy Dispatch*. Monthly bundles come in sizes from 10 copies (\$5/month) to 100 copies (\$14/month) or more. To order or for more information: **(313) 842-2600**.

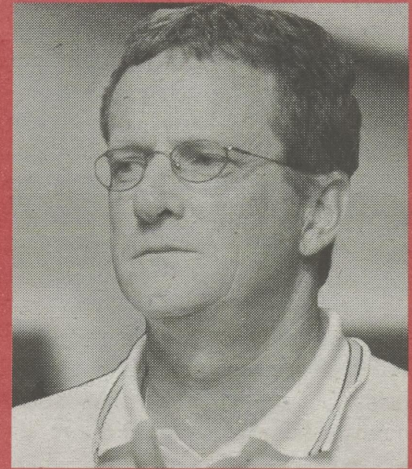
Attend the 2008 TDU Convention

Oct. 24-26 ♦ Cleveland Airport Sheraton

"The TDU Convention is the place where Teamsters meet to take a hard look at the challenges we face from employers—and the changes we need to make in our union to protect our contracts, benefits and job security.

"That's why I'll be there in Cleveland—and you should be too."

— Chris Roos, Local 1035 Secretary-Treasurer
South Windsor, Conn.



Are you concerned about our union's future and want to make a difference?

Then the TDU Convention is the place for you.

Attend workshops and classes. Hear from new leaders in our union. And meet Teamsters from across North America.

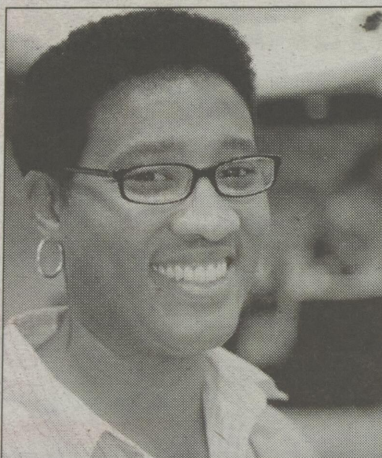
Make your plans to attend today.

Teamster Education

Fifteen workshops led by Teamster leaders and labor experts on Writing & Investigating Grievances ♦ Pensions ♦ Running for Local Office ♦ Bargaining Strong Contracts ♦ Legal Rights of Union Stewards ♦ TDU Success Stories ♦ Labor Law ♦ Teamster Power in the Global Economy ♦ Secrets of an Effective Organizer ♦ and more...

Plus special meetings for UPS, freight, rail, waste, UPS Freight, movers, ready-mix, African American, Latino and women Teamsters.

I'll Be There



"If you want to know more about how you can make a difference in our union at the grassroots, the TDU Convention is for you. There are workshops on preparing and handling grievances effectively and how to develop our union's power among the rank and file. Knowledge is power."

Nichele Fulmore, UPS Steward
Local 391, North Carolina

To find out more about the convention or get help with travel arrangements, call TDU at (313) 842-2600.

Register for the TDU Convention

Name _____ Local _____

Address _____

City _____ State _____ Zip _____

Phone (____) _____ Company _____

Cell Phone (____) _____

If registering for others please include their information.

	# of people
Fri., Sat. & Sun.	\$195 x _____
Fri. & Sat.	\$165 x _____
Sat. & Sun.	\$165 x _____
Sat. only	\$100 x _____

Total Registration Cost = _____

☐ non-smoking room ☐ smoking room (limited availability)
☐ single room ☐ double room with _____
☐ Thurs. ☐ Fri. ☐ Sat. ☐ Sun.

Housing Cost = # of nights x \$90/night = _____

☐ \$40 - one-year membership
☐ \$95 - three-year membership
☐ \$25 - spouses, retirees and Teamsters who gross less than \$25,000

Membership Cost = _____

Total Cost = _____

☐ \$10 off if postmarked by Oct. 1 (\$5 if registering for Sat. only)
☐ \$10 off if traveling over 500 miles one way
☐ \$20 off if traveling over 800 miles one way

Total Discount = _____

Cost minus discounts = _____

AMOUNT ENCLOSED = _____

Balance Due = _____

☐ Check or money order enclosed

☐ MC ☐ Visa ☐ AMEX ☐ Discover

Card No. _____

Exp. Date _____ 3 digit code (back of card) _____

TDU invites all Teamsters interested in defending our contracts and reforming our union to join us and attend the convention. We do reserve the right to exclude those who are opposed to TDU and its principles.

Return to: TDU, P.O. Box 10128, Detroit, MI 48210